

NOTIFICATION OF PERSONNEL CHANGES

Dear: - Vietnam Stock Exchange;
- Hanoi Stock Exchange.

- On September 18, 2026, the Board of Directors of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company issued Resolution No. 297/NQ-HDQT on the dismissal of Mr. Bui Gia Hung from the position of Deputy General Director of the Company.

- The Chairman of the Board of Directors of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company issued Decision No. 298/QD-HDQT on the dismissal of Mr. Bui Gia Hung from the position of Deputy General Director of the Company. The decision is effective from September 18, 2026.

- As of September 18, 2026, Mr. Bui Gia Hung is no longer an insider of the Company.

This information was published on the Company's website on September 19, 2026, at the following link: <http://vrg-vn.com>.

Attached documents:

- Board of Directors Resolution No. 297/NQ-HDQT dated September 18, 2026;
- Decision No. 298/QD-HDQT dated September 18, 2026;
- Application for termination of employment contract from Mr. Bui Gia Hung.

**Representative of the organization
Authorized person to disclose information**



Mai The Thu

Hai Phong , September 18, 2026

Number: 298/QĐ-HĐQT

DECISION

Regarding the dismissal of the Deputy General Director of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company

CHAIRMAN OF THE BOARD OF DIRECTORS OF VIETNAM RUBBER INDUSTRIAL ZONE AND URBAN DEVELOPMENT JOINT STOCK COMPANY

Based on the Enterprise Law;

Based on the Labor Law;

Based on the Articles of Association of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company;

Based on Resolution No. 297/NQ-HĐQT dated September 18, 2026, of the Board of Directors of the Company regarding the dismissal of the Deputy General Director of Vietnam Rubber Industrial Zone and Urban Development Joint Stock Company;

DECISION:

Article 1. Decision to dismiss Mr. Bui Gia Hung from the position of Deputy General Director of Vietnam Rubber Industrial Park and Urban Development Joint Stock Company effective September 18, 2026.

Article 2. Mr. Bui Gia Hung is responsible for completing the handover of all work, documents, and assets within 10 working days from the date the Decision takes effect.

Article 3. This decision takes effect from the date of signing. The Members of the Board of Directors, the General Director, the Chief Accountant, the Heads of relevant subsidiary units of the Company, and Mr. Bui Gia Hung shall comply with this Decision./.

Recipient:

- As per Article 3;
- Company Supervisory Board (for information);
- Company Secretary (for monitoring);
- Legal Department (for monitoring);
- Company website (for publishing information);
- Filed at: Office, BoD Office.

**O/B. BOARD OF DIRECTORS
CHAIRPERSON**



Phạm Trung Thai

RESOLUTION

**Regarding the dismissal of the Deputy General Director of Vietnam Rubber
Industrial Zone and Urban Development Joint Stock Company**

**BOARD OF DIRECTORS OF VIETNAM RUBBER INDUSTRIAL ZONE
AND URBAN DEVELOPMENT JOINT STOCK COMPANY**

Based on the Enterprise Law;

Based on the Charter of Organization and Operation of Vietnam Rubber
Industrial Zone and Urban Development Joint Stock Company;

Based on the Minutes of the Board of Directors' vote count No. 291/BBKP-
HĐQT dated September 16, 2026, regarding the temporary executive personnel
plan and the position of Deputy General Director.

RESOLUTION:

Article 1: Mr. Bui Gia Hung is hereby dismissed from the position of
Deputy General Director of Vietnam Rubber Industrial Zone and Urban
Development Joint Stock Company, effective September 18, 2026.

Article 2: Mr. Bui Gia Hung is responsible for completing the handover
procedures for all work, documents, and assets within 10 working days from the
date the Resolution takes effect.

Article 3: This Resolution takes effect from the date of signing; Members
of the Board of Directors; General Director; Chief Accountant; Heads of
Departments and Divisions of the Company and Member Units shall implement
this Resolution accordingly.

Recipient:

- As per Article 3;
- Company Supervisory Board (for
information);
- Company secretary (for information);
- Legal Department (for monitoring);
- Company website (for publishing
information);
- Filed at: Office, BoD office.

**O/B. BOARD OF DIRECTORS
CHAIRPERSON**



Phạm Trung Thái



SOCIALIST REPUBLIC OF VIETNAM
Independence – Freedom – Happiness

APPLICATION FOR TERMINATION OF EMPLOYMENT CONTRACT

Dear: - Mr. Pham Trung Thai – Chairman of the Board of
Directors of Vietnam Rubber Industrial Zone and Urban
Development Joint Stock Company;
- Mr. Dang Van Thieu - General Director of Vietnam
Rubber Industrial Zone and Urban Development Joint
Stock Company.

My name is: Bui Gia Hung

Date of birth: September 14, 1972

Permanent address: Building G09-BT08-Viet Hung Urban Area, Viet Hung
Ward, Long Bien District, Hanoi City

Position: Deputy General Director of Vietnam Rubber Industrial Zone and
Urban Development Joint Stock Company.

I hereby submit this application to the Chairman of the Board of Directors
and the General Director of the Company with the following information:

I have been officially employed by the Company since 2005, holding
various positions. During my time at the Company, I have always fully and strictly
complied with all company rules and regulations. I have always strived to work
hard and learn, aiming to successfully complete all assigned tasks.

However, due to health issues and family matters requiring my attention, I
need to focus my time on resolving these issues. To avoid impacting the
Company's overall work progress, I hereby respectfully request that the Chairman
of the Board of Directors and the General Director of the Company allow me to
terminate my employment contract with the Company effective September 24,
2026.

I commit to fully and strictly completing the handover of work, files, and documents before the termination of my employment contract.

I would like to express my sincere gratitude to the Chairman of the Board of Directors, the General Director of the Company, the members of the Management Board, and my colleagues for their support and assistance in helping me complete my duties during my time working at the Company.

Hai Phong City, August 10, 2026

APPLICANT

Bui Gia Hung